

**EXHIBIT T TO THE JUNE 26, 2008
DECLARATION OF GREGORY I. RASIN, ESQ.**

[★] 03000000ZC - Human Resources Representative

Status **Filled** Recruiter **R. zz(Term) Felder** Department **N/A**
 Status Details **Unposted** Hiring Manager **A. Christie** Primary Location **New York**
 Hired **1 out of 1**

Logistics

Identification

Requisition Number	Justification	Number of Openings
03000000ZC	Replacement	1

Title

Human Resources Representative

Title (by Manager)

Human Resources Representative

Structure

Owners

User Group	MHE
Recruiter (ID and Name)	Hiring Manager (ID and Name)
710795012-Ronnie B. zz(Term) Felder	710733228-Audra Christie
Recruiter Assistant (ID and Name)	Hiring Manager Assistant (ID and Name)
Not Specified	Not Specified

Collaborators

Name	Email Address	Title
No frequent collaborators have been defined.		

Job

Job Family	Human Resources
Job Type	Not Applicable

Department

Not Specified

Organization

Segment	McGraw-Hill Education
Market Focus Group	School Education Group
Division	School Solutions Group
Business Unit/Department	Macmillan/McGraw-Hill

Primary Location

Country	United States
State	New York
City	New York

Template Used (Code and Job Title)

Scaturro-Human Resources Representative
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Profile

Employee Status	Schedule
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Regular	Full-time
Job Type	Job Level
Experienced	Individual Contributor
Shift	
Day Job	
Education Level	
Bachelor's Degree (±16 years)	
Education Program	
Human Resources	
Travel	
Yes, 10 % of the Time	
Target Start Date (yyyy/mm/dd)	
Not Specified	

The McGraw-Hill Companies Fields

Position Number * Click here to Access the Lawson Active Position Report	Cost Center *
126312	239-7455
Corporate Brand * McGraw-Hill Education	EmpStatus * 10 Active Regular
Job Group Number * 206 Middle Professional (Publishing)	Affirmative Action Facility * D41 NY, New York - Two Penn Plaza
Work Country * US United States	Location Address * NYNYC0023 New York, NY - 2 Penn Plaza
FTE * Not Specified	

Administration**Candidate Selection Workflow****OLD McGraw-Hill Standard****Budgeting****Bonuses****Currency****US Dollar (USD)****Employee Referral Bonus** **1,250.00****Compensation****Currency****US Dollar (USD)****General Terms**

Minimum Salary	Maximum Salary	Pay Basis	Vacation
44,000.00	67,800.00	Yearly	Not Specified
Midpoint Salary	Not Specified		

Bonus

Annual	Sign-on
Not Specified	Not Specified
Other	
Not Specified	

Other Compensation**Not Specified****Other****Overtime Status****Exempt****Additional Information****Not Specified****Attachments**

Name	Size
No files attached.	

The McGraw-Hill Companies Fields**Applicant pool on another requisition? Requisition number with applicant pool****Not Specified** **Not Specified****Posting Grade Level* Hiring Grade Level *****16** **016****Salary Class *****S - Salaried**

Replacement for (if applicable)

 Not Specified

Should this requisition be included in the KOP Report? (Grades 23+) *

 No

Please Indicate any costs associated with this hire in the appropriate fields below

Print Advertisements*

 Not Specified

On-Line Advertisements/Job Boards *

Contingency Agency*

Retained Search *

Travel Reimbursement *

 Not Specified Not Specified Not Specified Not Specified

Relocation *

Employee Referral Award *

Indirect Costs*

Other *

 Not Specified Not Specified Not Specified Not Specified

Description (External)

The following information will be posted externally only.

Description

The McGraw-Hill Companies is a leading global information provider with offices in 33 countries around the world has an opportunity for a HR Representative. Responsibilities include serving as an internal consultant regarding all human resources business issues. Contribute to the overall effective operation of the human resources function by performing research and analysis on various special projects. Strong judgment and problem-solving skills. Strong employee relations skills required. Recruitment of exempt-nonexempt personnel in all functional areas. Must be flexible and able to work in fast-paced environment.

Qualifications

College Degree
Employee relations experience
Knowledge of FMLA-Employment Laws
Benefits
Compensation
Training
Interpersonal & communication skills
Negotiation skills
PHR
1-3 years previous HR experience

The McGraw-Hill Companies Fields

EEO

We are an equal opportunity employer.

Description (Internal)

The following information will be posted internally only.

Contact Name

Not Specified

Contact Email

Not Specified

Description

The McGraw-Hill Companies is a leading global information provider with offices in 33 countries around the world has an opportunity for a HR Representative. Responsibilities include serving as an internal consultant regarding all human resources business issues. Contribute to the overall effective operation of the human resources function by performing research and analysis on various special projects. Strong judgment and problem-solving skills. Strong employee relations skills required. Recruitment of exempt-nonexempt personnel in all functional areas. Must be flexible and able to work in fast-paced environment.

Qualifications

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Benefits

Compensation

Training

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PHR

1-3 years previous HR experience

Prescreening

Skills

Skills	Required	Asset	Proficiency	Experience	Weight
1. Training and development		✓	None	None	0%
2. Respond to employee questions and complaints	✓		Expert	None	0%
3. Job analysis and evaluation		✓	None	None	0%
4. Employee relations	✓		Expert	None	0%
5. Recommend personnel actions	✓		Advanced	None	0%
6. Employee communications	✓		Advanced	None	0%
7. Develop, implement, and evaluate human resources policies and programs		✓	None	None	0%

Questions

Questions	Required	Asset	Weight
1. ~EXPERIENCE: How many years experience do you possess in Human Resources? <i>Type: Single Answer; Status: Obsolete</i>			
No experience			0%
Less than 1 year			0%
1 to 3 years	✓		0%
4 to 6 years	✓		0%
7 to 10 years	✓		0%
10+ years	✓		0%
2. ~Which of the following best describes your knowledge of Employment Laws? <i>Type: Single Answer; Status: Obsolete</i>			
None			0%
Novice			0%
Intermediate			0%
Proficient	✓		0%
Expert	✓		0%
Guru	✓		0%
3. ~Please indicate the highest level of education that you have completed. <i>Type: Single Answer; Status: Obsolete</i>			
High-school/GED	✓		0%
Associate's Degree/College Diploma	✓		0%
Bachelor's Degree	✓		0%
Master's Degree	✓		0%
PhD	✓		0%
None of the above			0%
4. ~Please indicate which of the communication skills you have demonstrated. Select all that apply. <i>Type: Multiple Answers; Status: Obsolete</i>			
Response letters	✓		0%
Company memos	✓		0%
E-mails	✓		0%
General correspondence	✓		0%
None of the above			0%
5. ~Please indicate with which of the following written communication skills you have demonstrated a level of proficiency. <i>Type: Multiple Answers; Status: Obsolete</i>			

Drafting departmental memos	<input checked="" type="checkbox"/>	0%
Drafting company memos	<input checked="" type="checkbox"/>	0%
Drafting company policy	<input checked="" type="checkbox"/>	0%
Drafting corporate communications	<input checked="" type="checkbox"/>	0%
None of the above		0%
6. Please Indicate In which of the following Enterprise Resource Planning (ERP) Integrated platforms you possess experience. Select all that apply.		
<i>Type: Multiple Answers; Status: Active</i>		
Lawson	<input checked="" type="checkbox"/>	0%
PeopleSoft	<input checked="" type="checkbox"/>	0%
Oracle		0%
Other		0%
None of the above		0%
7. ~Please select the following statement that best describes the predefined deadlines In your current work environment. Select all that apply.		
<i>Type: Single Answer; Status: Obsolete</i>		
I have daily deadlines.	<input checked="" type="checkbox"/>	0%
I have weekly deadlines.	<input checked="" type="checkbox"/>	0%
I have monthly deadlines.	<input checked="" type="checkbox"/>	0%
None of the above		0%

Total for Skills and Questions: 0%

Screening

No screening services have been activated for this requisition.

Alerts

Ace Candidate Alert is activated and will be triggered when a candidate matches all the required criteria and achieves a result of at least 0% .

Alert Recipients

Name	Title
zz(Term) Felder, Ronnie B.	Human Resources Representative

Request More Information is activated and will be triggered when a candidate matches all the required criteria and achieves a result of at least 0% .

Reports

This requisition will be included in the Daily Recruiting Report.

Report Recipients

Name	Title
zz(Term) Felder, Ronnie B.	Human Resources Representative

History

Next expected actions:

Date & Time	Action	By	Comments
2003/12/10, 5:42 PM	Filed	Cindy Weiss	
2003/12/10, 5:42 PM	Unposted	System	
2003/12/10, 5:42 PM	Hired 1	Cindy Weiss	Name: Laitman, Lauren (39886) Start Date: December 22, 2003
2003/12/08, 12:16 AM	End of posting reminder sent to RONNIE FELDER	System	Posting expires on December 10, 2003
2003/11/26, 4:04 PM	Posted	Kristin S. zz(Term) Kroll	
2003/11/26, 4:03 PM	Unposted	Kristin S. zz(Term) Kroll	
2003/11/15, 12:18 AM	Posting Expired	System	
2003/11/15, 12:18 AM	Posting Expired	System	
2003/11/12, 12:20 AM	End of posting reminder sent to RONNIE FELDER	System	Posting expires on November 14, 2003
2003/10/31, 10:48 AM	Posted	Ronnie B. zz(Term) Felder	
2003/10/30, 2:19 PM	Approved	Audra Christie	I approve.
2003/10/29, 4:47 PM	Approval Request Submitted: AUDRA BACOTE	Ronnie B. zz(Term) Felder	Audra, Please review
2003/10/29, 4:31 PM	Created	Ronnie B. zz(Term) Felder	

Approval Path

Audra Christie Approved 2003/10/30, 2:19 PM